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**The Associated Students of The University of Montana  
Resolution Regarding the Kaimin  
January 30, 2013  
SB40-12/13**

**Authored by: Micah L. Nielsen, ASUM Business Manager  
Sponsored by: Richard LeCoultré, ASUM Senator; Rebecca Boslough, ASUM  
Senator; Ruth Johnson, Kaimin Office Manager; Zachary Brown, ASUM President**

Whereas, the current rate of pay for Kaimin student staff make hiring and retaining qualified personnel difficult;

Whereas, the excellence of The University of Montana's newspaper is vital for accurate dissemination of cross-campus information;

Whereas, the Kaimin operates on a self-sufficient model that provides adequate resources for a pay raise;

Whereas, according to Item 3.0 of The Associated Students of The University of Montana Personnel Policy, the current rate of pay for Kaimin student staff is as follows:

- Kaimin (News)
  - Editor: Minimum wage + \$2.00, 90.00 (Base hours)
  - Sports Editors: Minimum Wage + \$.10, 80.00-85.0
  - News Editors: Minimum Wage + \$.10, 80.00
  - Design Editor: Minimum Wage + \$.10, 80.00
  - Photo Editor: Minimum Wage + \$.10, 80.00
  - Web Editor: Minimum Wage + \$.10, 60.00
  - Arts Editor: Minimum Wage + \$.10, 60.00
  - Reporters; Minimum Wage + \$.10, 20.00-40.00
  - Copy Editors: Minimum Wage + \$.10, 20.00-30.00
  - Photographers: Minimum Wage + \$.10, 20.00-30.00
  - Designers: Minimum Wage + \$.10, 20.00-30.00
  - Columnists: Minimum Wage + \$.10, 10.00
- Kaimin (Business)
  - Business Manager: Minimum Wage + \$1.50, 90.00
  - Ad Reps: Minimum Wage + \$.10-\$.35, 40.00-50.00
  - Office Assistants: Minimum Wage + \$.10-\$.35, 40.00-50.00
  - Graphic Designer: Minimum Wage + \$.65, 35.00-45.00

Therefore, Let It Be Resolved, that Personnel Policy Item 3.0 be changed to reflect the following:

- Kaimin (News)
  - Editor: Minimum wage + **\$1.00**, 90.00 (Base hours)
  - Sports Editors: Minimum Wage + **\$1.00**, 80.00-85.0
  - News Editors: Minimum Wage + **\$1.00**, 80.00

- Design Editor: Minimum Wage + **\$1.00**, 80.00
- Photo Editor: Minimum Wage + **\$1.00**, 80.00
- Web Editor: Minimum Wage + **\$1.00**, 60.00
- Arts Editor: Minimum Wage + **\$1.00**, 60.00
- Reporters: Minimum Wage + **\$1.00**, 20.00-40.00
- Copy Editors: Minimum Wage + **\$1.00**, 20.00-30.00
- Photographers: Minimum Wage + **\$1.00**, 20.00-30.00
- Designers: Minimum Wage + **\$1.00**, 20.00-30.00
- Columnists: Minimum Wage + **\$1.00**, 10.00
- Kaimin (Business)
  - Business Manager: Minimum Wage + **\$1.00**, 90.00
  - Ad Reps: Minimum Wage + **\$1.00**, 40.00-50.00
  - Office Assistants: Minimum Wage + **\$1.00**, 40.00-50.00
  - Graphic Designer: Minimum Wage + **\$1.00**, 35.00-45.00

Passed by Committee: \_\_\_\_\_, 2013

Passed by ASUM Senate: \_\_\_\_\_, 2013

\_\_\_\_\_  
Damara Simpson,  
Relations and Affairs Chair

\_\_\_\_\_  
Bryn Hagfors,  
Chair of the Senate